

Workforce New Jersey – Careers

Employers are required to deliver instructions for claiming unemployment benefits to employees in certain situations.

N.J.A.C. 12: 17-1.1
609/292-9142

Employers are required to report information concerning layoffs of 50 or more employees to the local unemployment insurance claims offices.

N.J.A.C. 12: 17-1.4
609/292-2460

The Rapid Response Team

helps employers comply with federal plant closing law and assists employees being laid off with re-employment services and filing for unemployment benefits.

1-800-343-3919

Workplace Standards

Asbestos Control and Licensing Act
(*Asbestos Licensees and Permits*
N.J.S.A. 34:5A-32 et seq.)
609/984-5508

Boilers, Pressure Vessels, & Refrigeration
N.J.A.C. 12:90
609/292-2345

Mechanical Inspection Bureau
609/292-2345

Licensing of Operating Engineers
and Firemen
N.J.S.A. 34:7-1 et seq.
609/292-3923

Inspection of Boilers, Pressure Vessels and
Refrigeration Systems
N.J.S.A. 34:7-14 et seq.
609/292-2345

Public Employees Occupational Safety
and Health Act
N.J.S.A. 34:6A-25 et seq.
609/292-3923

Safety and Health Standards for
Public Employees
N.J.A.C. 12:100

Occupational Safety and Health
Procedural Standards for
Public Employees
N.J.A.C. 12:110

Occupational Safety and Health Review
Commission Rules of Procedure
N.J.A.C. 12:112

Posting – Requires each public
employer to post a notice informing
employees of the protections and
obligations in the PEOSH Act
N.J.A.C. 12:110-4.2



Payroll Costs

Unemployment Insurance (*UI*)
percentage of payroll is subject to change.
Please contact the Department of Labor at
609/984-5666

Temporary Disability Insurance (*TDI*)
Employers may secure private plan coverage subject to the approval of the Division of Temporary Disability Insurance.

For Public Employers

Governmental employers reimburse the unemployment trust fund for UI benefits paid, but may elect the contributory method.

Rates are subject to change. Please call the Department of Labor.
609-984-5666

Governmental employers other than the state of New Jersey may elect temporary disability coverage at the same rates as other employers. Please call
609/292-2700

Non-profit employers exempt under the Internal Revenue Code may elect to reimburse the unemployment trust fund for UI benefits paid in lieu of contributions. These employers are also required to provide TDI coverage under the same provisions as for profit employers.

READY REFERENCE BUSINESS GUIDE



James E. McGreevey, Governor
Albert G. Kroll, Commissioner

The following is a guide to select employment-related laws administered by the state and federal Departments of Labor and other agencies.

Posting Requirements of the New Jersey Department of Labor

*For any of the following posters, contact the New Jersey Department of Labor, Office of Constituent Relations
PO Box 110, Trenton, New Jersey 08625-0110; 609/777-3200.*

- Abstract Relating to Payment of Wages (*Form MW-17*)
- Job Safety & Health Protection poster. **Required** for all public employers only.
- NJ Child Labor Law Abstract (*Form MW-129*)
- NJ State Wage & Hour Law Abstract (*Form MW-220*)
- Schedule of Hours of Labor of Minors (*Form MW-191*)
Required if you employ workers under 18 years old.
- Unemployment & Disability Insurance (*Form PR-1*)

*Employers must also post a Workers' Compensation notice,
available through your insurance carrier.*

NJ Department of Law and Public Safety, Division on Civil Rights

*For any of the following posters, contact the nearest Division on Civil Rights office:
Atlantic City, 609/441-3100 • Camden, 856/757-2850 • Newark 973/648-2700
Paterson 973/977-4500 • Trenton, 609/292-4605*

- Notice: NJ Law Guarantees Equal Employment Opportunity. **Required**
- Notice: Public Accommodation. **Required** to be posted in any establishment that extends services or facilities to the public.

Posting Requirements: US Department of Labor

*For any of the following posters, contact the nearest US DOL, Wage & Hour office:
Lawrenceville, 609/989-2247 • Marlton, 856/757-5198 • Mountainside, 973/645-2279*

- Federal Minimum Wage poster. **Required**
- Federal Polygraph poster. **Required**
- Your Rights Under the (*federal*) Family and Medical Leave Act of 1993
(*WH Publication 1420*). **Required**
- Job Safety & Health Protection (*Poster #2203*). **Required**

Contact the nearest US DOL, OSHA office:
Avenel, 732/750-3270 • Hasbrouck Heights, 201/288-1700 • Marlton, 856/757-5181
Parsippany, 973/263-1003.

- Equal Employment Opportunity.
Required (contains information concerning the Americans with Disabilities Act)
Call 1-800/669-4000

**Division of Vocational
Rehabilitation Services**

DVRS helps employers recruit, retain and /or accommodate employees with disabilities and comply with the Americans with Disabilities Act (42 USC 12101 et seq.) and Title V of the Rehabilitation Act (20 USC 701 et seq.)
609/292-5987

Workers' Compensation

Workers' Compensation applies if you have any employees.
N.J.S.A. 34:15-89
973/622-6014

Public and private employers are required to have compensation insurance, but can apply for self-insurance.
N.J.S.A. 34:15-77 and N.J.S.A. 34:15-79
609/292-5351

Municipal employers must carry workers' compensation insurance coverage for Board of Education, volunteer police, first aid, and fire.
N.J.S.A. 34:15-74.1, N.J.S.A. 34:15-74.2 and
N.J.S.A. 34:15-75

*Rates are established by the
NJ Department of Insurance.*



**Wage and Hour Compliance
609/292-7860**

Child Labor Laws protect employed minors from working excessive hours and under hazardous conditions.
N.J.S.A. 34:2-21.1 through 34:2-21.64

Minimum Wage Standards Laws and Rules provide for establishment of wage rates for minors (*under the age of 18 years*) in certain occupations.
N.J.S.A. 34:11-56a4
N.J.AC. 12:57

Discrimination in the rate or method of payment of wages to any employee because of gender is prohibited.
N.J.S.A. 34:11-56.1 through 34:11-56.11

Wage Payment Law requires employers to pay at least twice each month on regular paydays and to maintain employee records, and prohibits unauthorized withholding or diversion of wages.
N.J.S.A. 34:11-4.1 through 34:11-4.12
N.J.A.C. 12:55-2.1

New Jersey Prevailing Wage Act requires the payment of prevailing wage to workers engaged in public works.
34:11-56.25 through 34:11-56.46
N.J.A.C. 12:60

New Jersey Department of Labor is an Equal Opportunity Employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities.

If you need this document in braille or large print, call (609) 292-3221. TTY users can contact this department through New Jersey Relay: 7-1-1.